

# MILITARY MEDICS AND CORPSMEN PROGRAM

## *APPLICANT ACTION GUIDE*



JULY 2018

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# **ABOUT THE MMAC PROGRAM**

***VIRGINIA'S MILITARY MEDICS AND CORPSMEN (MMAC) PROGRAM OFFERS A PATH TO HEALTHCARE CAREERS, CREDENTIALING AND CONTINUED CARING IN CIVILIAN HEALTHCARE***

## **Goals:**

***Expedite:*** Employment of qualified medically-trained transitioning or veteran service members

***Facilitate:*** Keeping clinical skills current while gaining civilian healthcare education and credentialing

***Offer:*** Virginia healthcare employers a pipeline of highly trained, experienced and motivated veterans

## **Significance:**

The Virginia Department of Veterans Services, Military Medics and Corpsmen (MMAC) Program is changing the way veterans are hired in healthcare. MMAC is a pathway to employment and education for recently discharged veterans and transitioning service members continuing their careers in the medical field.

During their time in military service, medics, corpsmen and medical technicians receive extensive medical training and experience, but when they leave the military most lack the credentials required in the civilian healthcare. MMAC facilitates employment for qualified applicants to work at MMAC Partner Healthcare Systems while gaining their required civilian healthcare credentials.

MMAC does not grant licensure, credentialing, certification, or financial assistance. What it does do is open doors to potential healthcare employment and educational opportunities statewide.

## **Background:**

-Applies to Army Combat Medics/68W, Navy/Coast Guard Corpsmen and Air Force Medical Technicians/4N0X1 who are 12-months pre/post-discharge

-Qualified applicants will have last performed hands-on patient care utilizing the majority of the procedures in the MMAC General Scope of Practice no later than 12-months prior to application or discharge date

-Successful candidates are currently enrolled, or will be enrolled in a credentialed educational program within one year of MMAC Program application

-Conducted in partnership with major healthcare employers across the Commonwealth of Virginia

-Sanctioned by Va. Dept. of Health, Licensure and Certification and the Va. Dept. of Health Professions

-The MMAC staff recruits worldwide and then reviews applicant's qualifications and refers qualified candidates to healthcare employers statewide

-The candidate hiring decisions, scope of practice and potential educational opportunities are determined by the applicant and the healthcare employers.

# **ARE YOU MMAC QUALIFIED?**

**IMPORTANT:** All applicants must meet the eligibility criteria below.

**Criteria #1:** Must be a veteran **no longer than 12-months post-discharge** or a member of the US Guard or Reserve Component. Applicants can also be a transitioning service member, or on terminal leave no longer than 12-months pre-discharge.

**Criteria #2:** Shall provide proof of military service and honorable/general discharge (Form DD214).

**Criteria #3:** Must have been a Navy or Coast Guard Corpsman, Army Medic, or Air Force Medical Technician.

**Criteria #4:** Shall have last performed hands-on patient care utilizing the **majority** of the skills and procedures in the MMAC General Scope of Practice no later than 12-months prior to application or discharge date. At the discretion of the employer, training may be substituted for performance of skills or procedures.

**Criteria #5:** Must be currently enrolled, or will be enrolled in a credentialed educational program within one year of MMAC Program application.

**Criteria #6:** Must be available and intending to accept employment in Virginia upon presentation of a job offer and start date.

**Criteria #7:** Must submit a civilian-style resume of no more than 3 pages (PDF document only) with the MMAC online application. Be prepared to provide additional military and/or civilian professional documents as requested on a case-by-case basis. This may be JST, METC Transcript, VMET or current civilian credentials.

**Criteria #8:** Must comply with the Partner Healthcare System (PHS) Memo of Agreement/General Scope of Practice. Deviations from this guidance may result in MMAC Program disqualification and may lead to termination of offer or employment with the healthcare employer. Required and/or allowable skills will vary.

**Criteria #9:** Successful applicants respond promptly to communications and requests for follow up information from MMAC staff. They also check their Spam/Junk mail folders regularly.

**Criteria #10:** Any MMAC applicants who are active-duty service members and/or Transitioning Service Members (TSM) who have a civilian hiring start date more than 5-months before discharge or retirement will be considered as seeking off-duty employment (ODE). All service members and TSMs must obtain written approval by their Commanding Officer prior to civilian employment. Documentation must be available upon request. All ODE will be subject to both the approval of the Commanding Officer and healthcare employer.

# **FREQUENTLY ASKED QUESTIONS**

## **What is the Goal of the MMAC Program?**

**Answer:** MMAC provides a pathway to employment for transitioning and recently discharged U.S. military service members who served in the capacity of a medic, medical technician or corpsmen. The program helps to keep clinical skills sharp by permitting qualified applicants to practice without civilian credentials certain approved skills and procedures allowed in military healthcare but not in civilian healthcare. The permitted skills will vary by healthcare employer. In cooperation schools and our healthcare employers, the program facilitates education and credentialing support and opportunities, but does not issue licenses or certifications.

## **Who is Eligible to Participate?**

**Answer:** Eligible candidates will be a transitioning or honorably or generally discharged U.S. military service members no longer than 12-months pre/post-discharge or members of the US Guard and Reserve component. They must have served as an Army Medic, Navy/Coast Guard Corpsman, or Air Force Medical Technician. Qualified applicants must be currently enrolled or will be enrolled in a credentialed educational program within one year of MMAC Program application.

## **Why is There a 12-Month Post-Discharge Eligibility Limit?**

**Answer:** Clinical skills are quickly perishable skills and we want to keep them scalpel-sharp. In consultation with medical and legal experts, the 12-month time frame was established to minimize skill deterioration.

## **What if I'm Not Qualified to Participate in the Program or Not Hired by an MMAC Partner?**

**Answer:** No Medic or Corpsman will be left behind! Non MMAC Qualified applicants are referred to our DVS Veterans Transition Assistance Program (VTAP) and our Virginia Values Veterans (V3) healthcare employers. If they apply to a V3 employer, staff contacts the employer to share information and advocate for the veteran.

## **I'm Ready to Join the MMAC Program How Do I Apply?**

**Answer:** <https://www.dvs.virginia.gov/education-employment/military-medics-corpsmen-mmec-program/>

## **How Are Applicants Screened?**

**Answer:** Applicants are evaluated by MMAC staff prior to referral to our PHS or other healthcare employers. The applicants must have last applied hands-on patient care skills indicated in the PHS's Memo of Agreement/General Scope of Practice no later than 12 months prior to application or discharge date. The required skills and timeframes will vary. Candidates may be required to demonstrate skills proficiency.

## **Are MMAC Program Participants Employees of the Healthcare Systems?**

**Answer:** Yes. All participants follow the employer's standard application, screening and employment process.

## **Is There a Charge or fee for this Program?**

**Answer:** No.

### **Do I Have to be a Virginia Resident?**

**Answer:** No. However, the position applied for must be located in Virginia.

### **Are Relocation Services Provided?**

**Answer:** Not by our agency. Any relocation support would be at the discretion of our Partner Healthcare Systems. Through our association with the Hilton Honors Program, we may be able to offer lodging assistance during the interview and hiring process.

### **Who Approves the Skills and Procedures Practiced?**

**Answer:** The clinical and HR leadership of the healthcare employer reviews and approves the MMAC Memo of Agreement/General Scope of Practice (GSOP) that outlines the permitted clinical skills/procedures.

### **Who Supervises the MMAC-Referred Employees of the Healthcare Systems?**

**Answer:** They are under the supervision of a physician and/or designated Registered Nurse.

### **What is the Pay Rate?**

**Answer:** The pay rate, full, part-time, hourly or PRN status and/or benefits are at the discretion of the healthcare employer. Rates vary based on experience, position and geography.

### **Are Military Spouses Eligible?**

**Answer:** No. Our legislative directive applies to honorably/generally discharged U.S. military service members only. However, employment support for military spouses is offered by our agency.

### **Can I Request an Employer Where I Want to Live and Work?**

**Answer:** Possibly. We collaborate with healthcare employers statewide. Applicants can indicate a preferred region of the state. Every effort is made to match applicants with the nearest employer.

### **What State Agencies Approved this Program?**

**Answer:** The MMAC Pilot Program is authorized in the Code of Virginia Section 54.-2901. In part it states: *"Personnel may practice and perform certain delegated acts that constitute the practice of medicine or nursing under the supervision of a physician, podiatrist or designated registered nurse who holds an active unrestricted license in Virginia."* The MMAC General Scope of Practice (GSOP) was reviewed and approved by the Virginia Department of Health, Office of Licensure and Certification and the Virginia Department of Health Professions.

### **How Do I Get More Information about MMAC and other DVS Services for Veterans?**

**Answer:** [www.dvs.virginia.gov](http://www.dvs.virginia.gov) or email: [mmac@dvs.virginia.gov](mailto:mmac@dvs.virginia.gov)

### **Does My Military Training and Experience Count Towards Civilian Education Credits?**

**Answer:** Maybe. Many educational programs do award credits for prior military training and education. When selecting a program do the research. A local community college may offer civilian healthcare credentials faster and at a lower cost with their Credits-To-Careers (C2C) Program, Use C2C to find degrees that help your career, search jobs...and more! Click this link to sign up: [www.credits2careers.org](http://www.credits2careers.org)

# **THE MMAC REFERRAL PROCESS**

## **MMAC QUALIFIED: REFERRED TO MMAC PARTNER HEALTHCARE SYSTEMS (PHS)**

You will be referred directly to open positions at our Partner Healthcare Systems. We match your General Scope of Practice (GSOP) with the PHS that allows you the maximum opportunity to apply your clinical skills.

- Honorably/Generally discharged Army Medic, Navy/Coast Guard Corpsman, USAF Medical Technician
- Completed the MMAC General Scope of Practice (GSOP) provided with application
- Performed majority of GSOP **within 12 months** of MMAC application or discharge date
- Provided DD214
- Provided a properly formatted civilian resume
- Currently enrolled or will be enrolling in a credentialed educational program within one year
- All other criteria met as listed in the Are You MMAC Qualified? section of this guide.

## **NO MEDIC OR CORPSMAN LEFT BEHIND: REFERRED TO PARTNER HEALTHCARE SYSTEM OR VIRGINIA VALUES VETERANS (V-3) HEALTHCARE EMPLOYERS**

You will be provided a listing of MMAC PHS and Virginia Values Veterans Program (V3) healthcare employers.

- Honorably/Generally discharged from other military medical specialties or an Army Medic, Navy/Coast Guard Corpsman, Air Force Medical Technician
- Completed General Scope of Practice (GSOP) provided with application
- Majority of GSOP skills performed **beyond 13 months** of MMAC application or discharge date
- Provided a properly formatted civilian resume
- Provided DD214
- Not currently enrolled or will not be enrolling in a credentialed educational program within one year

## **REFERRAL PENDING:**

- Required documents incomplete
- All required/requested documents not fully submitted to MMAC staff
- Resume incomplete or not properly formatted
- Non-responsive to phone or email from MMAC staff.

# **OUR PARTNER MMAC HEALTHCARE SYSTEMS**

The healthcare employers listed below have signed the MMAC Memo of Agreement/General Scope of Practice. The MMAC Partner Healthcare Systems allow the maximum opportunity for you to apply your clinical skills and experience without civilian credentials. If you are MMAC Qualified, you are sent links to specific job openings. Once you apply and notify MMAC, staff will immediately contact the HR leadership at the PHS to notify them that you have applied and are MMAC Qualified. We also provide them your resume and GSOP and advocate on your behalf. Use the links below to learn more about our MMAC Partner Healthcare Systems. Important note: Do not apply directly to the system where you want to work. All MMAC-qualified applicants must first apply to MMAC. Applicants are then reviewed and referred to the PHS if qualified.

## **BON SECOURS VIRGINIA HEALTH SYSTEM:**

<https://bonsecours.com/richmond/about-us>

## **CARILION CLINIC**

<https://www.carilionclinic.org/>

## **CHESAPEAKE REGIONAL HEALTHCARE:**

<https://chesapeakeregional.com/about-us>

## **INOVA HEALTH SYSTEM**

<https://www.inova.org/>

## **RIVERSIDE HEALTH SYSTEM:**

[https://riversideonline.com/about\\_riverside/index.cfm](https://riversideonline.com/about_riverside/index.cfm)

## **SENTARA**

<https://www.sentara.com/>

## **VIRGINIA DEPARTMENT OF CORRECTIONS**

<https://vadoc.virginia.gov/>



# **OUR VIRGINIA VALUES VETERANS PROGRAM (V3)**

## **HEALTHCARE EMPLOYERS**

The Virginia Values Veterans (V3) Program mission is to educate and train employers throughout the Commonwealth on the Value of Virginia's Veterans, and help employers hire veterans to increase productivity of their workforce. V3 is committed to assisting employers recruit, hire, train, and retain Veterans. To learn more visit: <https://www.dvsv3.com/>

### **Amazon**

<https://www.amazon.jobs/>

### **Aetna**

<https://aetna.jobs/>

### **Central State Hospital**

<http://jobs.virginia.gov/>

### **Children's Hospital of the King's Daughters**

<http://www.chkd.org/Careers/>

### **Commonwealth Center for Children & Adolescents**

<http://jobs.virginia.gov/>

### **CVS Health**

<https://jobs.cvshealth.com/>

### **DaVita Dialysis**

<http://jobs.davita.com/jobs/?location=Virginia>

### **Eastern State Hospital**

<http://jobs.virginia.gov/>

### **Eggleston Services**

<http://www.egglestonservices.org/>

### **Gateway Healthcare Professionals**

<https://www.gatewayhealthpros.com/jobs>

### **Healthcare Corporation of America (HCA)**

<https://hcahealthcare.com/careers/>

### **Kasey Care Home Care Services LLC**

<https://www.indeed.com/cmp/Kasey-Care,-LLC>

### **Mary Washington Healthcare**

<http://www.mwhccareers.com/search-jobs.html#.Wa4VgP6ovm4>

**McKesson Medical-Surgical**

<http://www.mckesson.com/careers/>

**MEDIKO PC**

<http://www.medikopc.com/career-opportunities/current-open-positions/>

**Oval Beach, LLC DBA Comfort Keepers**

<http://manassas-978.comfortkeepers.com/home/about-us/careers>

**Potomac Healthcare Solutions, LLC**

<http://www.potomachealthcare.com/>

**Prestige Home Health Care Agency and Services**

<http://prestigehhca.com/jobs/>

**Quest Diagnostics**

<http://www.questdiagnostics.com/home/about/careers.html>

**Richmond Ambulance Authority**

<http://www.raaems.org/careers/>

**Senior Services of Southeastern Virginia**

<https://www.care.com/b/l/senior-services-of-southeastern-virginia/norfolk-va>

**Stay at Home Personal Care**

<https://www.careadvantageinc.com/careers/>

**Sunrise House Adult Day Care**

<http://www.sunrisehouse.net/>

**Virginia Department of Corrections (VADOC)**

<http://jobs.virginia.gov/>

**Virginia Department of Health (VDH)**

<http://jobs.virginia.gov/>

**Virginia Department of Health Professions**

<http://jobs.virginia.gov/>

**Virginia Department of Medical Assistance Services**

<http://jobs.virginia.gov/>

**Virginia Department of Social Services**

<http://jobs.virginia.gov/>

**Virginia Premier Health Plan, Inc.**

<http://www.mma-midatlantic.com/careers/>

**Western State Hospital**

<http://jobs.virginia.gov/>

# **THE MMAC GENERAL SCOPE OF PRACTICE**

**Important Information:** The MMAC General Scope of Practice (GSOP) describes the clinical skills and procedures allowed to be performed at the MMAC Partner Healthcare Systems (PHS) with a signed MMAC Memo of Agreement. The MMAC GSOP will vary by PHS. Qualified applicants must have last performed the majority of hands-on patient care in the MMAC GSOP no later than 12 months prior to application or discharge date. At the discretion of the PHS, training may be substituted for performance of certain skills. All MMAC applicants referred to the PHS must comply with MMAC GSOP, the PHS Job Description and/or employment contract. Falsification of information or deviations from this guidance and Scope of Practice may result in disqualification from MMAC program and/or termination of offer or employment with the PHS.

**General Scope of Practice:** If properly trained and deemed competent by the supervising physician/podiatrist and under the supervision of a physician/podiatrist or designated registered nurse, the Critical Care Technician (CCT) (title may vary by PHS) may:

- 1.) Obtain patient health history, chief complaints, medication history, and identification of health related conditions that may impact the patient's health status.
- 2.) Evaluate patients for emergency medical conditions, order appropriate diagnostic studies and perform a wide range of treatment procedures under the direction of the supervising physician/podiatrist.
- 3.) Assess patient status to keep the supervising physician/podiatrist informed of any change or need for additional treatment.
- 4.) Assist in behavioral/psychiatric situations to include crisis intervention, management of aggressive or suicidal psychiatric patients, and one-to-one observations.
- 5.) Recognize life threatening situations and act to correct these according to established national or facility protocols. Must be able to operate specialized medical equipment such as defibrillators, electrocardiographs, and oxygen apparatus.
- 6.) Assist physician/podiatrist with complex, specialized, and potentially life threatening procedures such as defibrillation, cardioversions, insertion of chest drainage tubes, or initiation of mechanical ventilation to restore normal physiological function or prevent deterioration of patient's condition.
- 7.) Perform triage duties as assigned. In this situation have expertise in the use of specific triage tools, the Emergency Severity Index (ESI) triage tool, or be trained in its use prior to conducting triage evaluations.
- 8.) Conduct or assist with the training of personnel in CPR, basic, and advanced emergency medical care techniques, if appropriately trained and qualified.
- 9.) Conduct or assist with community health programs, blood pressure and glucose screenings, flu immunizations, etc.
- 10.) Transport patients monitored and unmonitored patients to diagnostic procedures and/or inpatient units in the facility.

## **Skilled Care:**

- 11.) Perform airway management using Bi Level Positive Airway Pressure (BIPAP) and advanced airway techniques, to include the use of Laryngeal Mask Airway (LMA) and oral intubations using laryngoscope, if properly trained, credentialed and privileged. This requires understanding in the use of pulse oximetry, capnometry, capnography, or other secondary confirmation methods to ensure correct placement of emergency advanced airway devices.
- 12.) Perform dressing changes, wound management, suture removal, repair of simple lacerations, Foley catheter insertion, splint, binder and bandage applications, and performance of tracheotomy care.
- 13.) Conduct specimen collection, preparation and transfer to the lab for processing of blood, tissue, urine, stool and sputum.
- 14.) Monitor and obtain test results as soon as available and informs physicians/podiatrist promptly to facilitate patient care.
- 15.) Start peripheral and EJ IVs
- 16.) Perform venipuncture
- 17.) Perform ear irrigation
- 18.) Perform nasogastric lavage
- 19.) Perform incision and drainage of abscesses
- 20.) Administer enemas
- 21.) Perform splinting

## **Simple Wound Care:**

- 22.) Provide suture removal
- 23.) Perform nail removal
- 24.) Conduct suturing of simple one-layer lacerations not on face, neck, or hands
- 25.) Perform skin stapling - scalp lacerations
- 26.) Apply Steristrips™
- 27.) Apply Dermabond™

### **Diagnostics:**

- 28.) Obtain vital signs
- 29.) Perform EKG
- 30.) Apply rapid strep swabs
- 31.) Perform urine dip
- 32.) Perform urine pregnancy test
- 33.) Perform visual acuity test

### **Medication Administration Under the Direction and Supervision of a Prescriber:**

- 34.) Administer Oxygen
- 35.) Administer basic IV fluids
- 36.) Administer nebulizer medications
- 37.) Administer limited PO meds
- 38.) Administer IM meds
- 39.) Administer IM Immunizations/vaccines

**Important Note:** As part of the application process, all MMAC applicants acknowledge and affirm their current status relating to skills/procedures in the MMAC General Scope of Practice. Providing false or misleading information may lead to disqualification from participating in the Military Medics and Corpsman program and may lead to withdrawal of offer or termination of employment by the healthcare employer.

# **SEVEN STEPS TO SUCCESS IN CIVILIAN HEALTHCARE**

## **STEP 1 - RELAX:**

- CONGRATULATIONS, you got the job in civilian healthcare!!
- Your transition has begun. The civilian and military healthcare systems have many similarities in the delivery and continuity of patient care. However, civilian culture, leadership structure, operations, regulations, and management systems will be different than you are used to.
- It is great to hit the ground running after military service. Keep in mind, “pace yourself” and allow time to learn about your new colleagues, corporate culture and civilian career.

## **STEP 2 - RELEASE:**

- It’s time to mentally and physically replace those dog tags with a hospital ID tag. The primary goal of military healthcare is to preserve the health and wellness of the war fighter and those who support the mission. Now, it is time to embrace your new organization’s vision of providing top-quality, safety-focused and cost-effective healthcare to Virginia’s communities and families.
- Drop preconceived stereotypes you may have of the civilian workforce and civilian healthcare systems. Approach your new workplace with an observant, open-minded and flexible attitude.
- It will take time to learn, connect and find your “fit” on the team. Transition is easier for some veterans as opposed to others. You may feel disoriented at first. Don’t be too hard on yourself; the military lifestyle is totally different than civilian workforce.

## **STEP 3 - RESEARCH:**

- Establish a strong foundation for a new mission in your civilian healthcare career. Know your healthcare system’s goals, vision and values. This will give you a sense of direction and “big picture” view of the organization.
- Identify the unifying factors between civilian and military healthcare to help you familiarize yourself with your new healthcare organizational culture, norms and practices.
- Remember your military career started with basic training. Actively participate in new employee required and optional orientation sessions, educational in-services and seminars.

#### **STEP 4 - REALIZE:**

- Many of your civilian counterparts have patriotic hearts and appreciate your military service. Some may even have a connection to military service. However, they may not understand where you come from, where you have been or your training and capabilities. You now have an opportunity to educate your civilian colleagues and help them better understand those who have served in the armed forces.
- Despite the vast experience of military medical professionals, you may encounter concern or skepticism about allowing unlicensed/credentialed staff to perform clinical procedures under the MMAC Program. Let your experience, demeanor and delivery of quality patient care build their confidence and trust in you and the medics and corpsmen that follow in your footsteps.
- It is vital that you become a valuable and capable “fit” as part of your new team. Show the value of your military experience by being flexible and accountable, show initiative, focus and leadership abilities. Perform for the good of the team by demonstrating confidence, poise and your ability to handle stressful situations.

#### **STEP 5 - DEMONSTRATE:**

- Military personnel are known for precise communication, individual accountability, impeccable execution and natural leadership. All four skills are in high demand in civilian healthcare. You offer military bearing and clinical skills, but on the flip side, be aware of subtle or overt behaviors that may come from your years in military service.
- A few examples of behaviors to avoid:
  - Beware of rigid or “stiff,” aggressive or demanding body language and speech. Avoid the “knife hand” gesture or sitting/standing at “parade rest”.
  - Be very respectful at all times and use appropriate professional titles but it’s not necessary to address all your professional contacts as Sir or Ma'am. You don’t have to salute your chief nurse or supervising physician! You can typically address them by their first name unless told otherwise. However, most physicians prefer the “Doctor” title to be used.
  - Don’t use military jargon such as civilian time vs. military time, meters vs. miles, or military medical or operational acronyms.
  - In high-stress situations be sensitive to reverting to demanding or “command-type” verbal and nonverbal communication.
  - Don’t get frustrated if you experience the “hurry up and wait” or “no discussion, get it done” mentality you may have dealt with in the military. This happens in every workplace.
  - Tobacco use in healthcare facilities and within medical property is no longer acceptable or permitted. Consider starting a tobacco cessation program before applying. The major benefits include improving your productivity, health and overall wellness.

## **STEP 6 - CONNECT:**

- Employers appreciate the qualities ex-military personnel bring to the civilian workplace. Show how your personality will fit in well with their other employees' personalities. It is critical to remember that some cultural norms which lead to great success in the military environment may be ineffective or counterproductive in the civilian world. Put your best foot forward as you are meeting new staff by keeping your positive energy levels up and your stress levels down. Stay in learn mode, get plenty of exercise and rest. Try to engage in social activities you enjoy.
- Tap the in-house resources at your disposal as you ease into a new working environment. Check out your Employee Assistance Program (EAP) for a variety of transition and on-going support options. Many veterans miss the camaraderie of military life. This is the perfect time to share your service and ask about military affinity committees or Veteran Employee Resource Groups.
- Consider making community connections. There are numerous groups and organizations that bring veterans together to help each other with career transition and support, volunteering, and stabilizing your life as a civilian. Share your MMAC story and how it helped your transition and career goals. "Pay it Forward" to help other medics and corpsmen and their families.

## **STEP 7 - COLLABORATE:**

- As a part of MMAC, you are on the pathway to becoming a credentialed civilian healthcare provider. It is vital that you formulate and execute an action plan to gain credentialing. Training may be possible with your new employer's in house and/or a local education program. Take control of your career development: learn new skills, identify courses and participate in in-service training whenever possible. Talk about your career and educational development goals with your supervisor, in-house educational or HR staff and your experienced colleagues.
- Share your story! As a military medical professional you have been exposed to a wide range of unique treatment situations, perhaps even providing healthcare in a combat zone. Don't hesitate to share your experiences when and where appropriate.
- Share your knowledge! You bring a host of talents to the civilian healthcare system. Traits like self-discipline, attention to detail, creativity, confidence, communication, focus, and high regard for structured leadership come naturally to those who have served our country. Let them shine.

## **SOURCES AND RESOURCES:**

<https://www.dvsv3.com/downloads>  
<http://www.aha.org/content/14/hiringveteranstoolkit.pdf>  
<https://www.va.gov/vetsinworkplace>  
<http://www.military.com>  
<https://www.govloop.com>  
<http://maketheconnection.net>  
<https://recruitmilitary.com>



# **EDUCATION & CREDENTIALING RESOURCES**

## **Virginia Department of Veteran Services (VDVS) Transition and Education Resources**

### **State Approval Authority (SAA)**

<https://www.dvs.virginia.gov/education-employment/state-approving-agency/>

804-225-2298 or e-mail: [saa@dvs.virginia.gov](mailto:saa@dvs.virginia.gov)

### **Virginia Transition Assistance Program (VTAP)**

<https://www.dvs.virginia.gov/education-employment/virginia-transition-assistance-program-vtap/>

804-786-8060 or e-mail: [vtap@dvs.virginia.gov](mailto:vtap@dvs.virginia.gov)

## **Department of Veterans Affairs Benefits (VA)**

### **Web Enabled Approval Management System (WEAMS)**

<https://inquiry.vba.va.gov/weamspub/buildSearchInstitutionCriteria.do>

### **Yellow Ribbon Program**

[https://www.benefits.va.gov/GIBILL/yellow\\_ribbon.asp](https://www.benefits.va.gov/GIBILL/yellow_ribbon.asp)

## **Credentialing/Licensing/Education Resources**

### **Virginia Department of Health Professions (VDHP)**

<https://www.dhp.virginia.gov/>

#### **Military Credentialing**

<https://www.dhp.virginia.gov/About/MilitaryCredentialing.htm>

#### **List of Professions Regulated**

<https://www.dhp.virginia.gov/profbyname.asp>

#### **Statutory and Regulatory Requirements for Initial Licensure**

[https://www.dhp.virginia.gov/About/docs/StatutoryRegulatoryReqForInitialLicensure\\_Oct2012.pdf](https://www.dhp.virginia.gov/About/docs/StatutoryRegulatoryReqForInitialLicensure_Oct2012.pdf)

### **Office of EMS, Virginia Department of Health (VDH OEMS)**

<http://www.vdh.virginia.gov/OEMS/>

### **Virginia Board of Medicine**

[https://www.dhp.virginia.gov/Medicine/medicine\\_forms.htm](https://www.dhp.virginia.gov/Medicine/medicine_forms.htm)

### **Virginia Board of Nursing**

[http://www.dhp.virginia.gov/Nursing/nursing\\_edprogs.htm](http://www.dhp.virginia.gov/Nursing/nursing_edprogs.htm)

<http://www.dhp.virginia.gov/Nursing/programs/ChoosingEducationPrograms.pdf>

### **Virginia Community College System (VCCS) Veterans & Military Education Contacts:**

<http://www.vccs.edu/students/veterans/veterans-military-contacts/>

Credits for Military Prior Learning: [www.credits2careers.org](http://www.credits2careers.org)

## **Veteran's Healthcare Education and Scholarship Online Resources**

**National Institutes of Health (NIH) Undergraduate Scholarship Program:**

<https://www.training.nih.gov/programs/ugsp>

**National Institutes of Health (NIH) Loan Repayment Programs:**

<https://www.lrp.nih.gov/eligibility-programs#programs>

**Health Resources and Services Administration (HRSA) Grants:**

<https://bhw.hrsa.gov/grants>

**Health Resources and Services Administration (HRSA) Loans and Scholarships:**

<https://bhw.hrsa.gov/loansscholarships/schoolbasedloans>

**HRSA Health Professional Shortage Areas (HPSA) Loans and Scholarships:**

<https://bhw.hrsa.gov/loansscholarships>

**Official GI Bill Website:**

<http://www.benefits.va.gov/gibill/>

**Post 9/11 GI Bill Website:**

[http://www.benefits.va.gov/gibill/post911\\_gibill.asp](http://www.benefits.va.gov/gibill/post911_gibill.asp)

**Yellow Ribbon Program:**

[http://www.benefits.va.gov/gibill/yellow\\_ribbon.asp](http://www.benefits.va.gov/gibill/yellow_ribbon.asp)

**Veterans United Foundation:**

<http://www.enhancelives.com/scholarships>

**Pat Tillman Foundation:**

<http://pattillmanfoundation.org/apply-to-be-a-scholar/>

**Marine Corps Scholarship Foundation:**

<https://www.mcsf.org/>

**American Legion:**

<http://www.legion.org/scholarships>

**Veterans of Foreign Wars:**

<http://www.vfw.org/Scholarship/>

**AMVETS:**

<http://www.amvets.org/amvets-in-action/scholarships/>

**The Military Order of the Purple Heart:**

<http://www.purpleheart.org/Scholarships/>